

KUMARA VINE

VOL. 63, DECEMBER 2018



COMMUNITY
WAIKATO

"Thriving Communities"

Hapori Mauriora

Season's Greetings!



CE UPDATE

Kia Ora and welcome to our December edition of Kumara Vine. You may notice this Kumara Vine looking different from previous ones. We have recently worked with a new graphic designer, Lily Dodds, and are excited about the changes.

The end of the year is always a reflective time for us at Community Waikato as we consider what we have completed over the year and what we would like to achieve in the following year.

We were sad to say farewell to Clint Baddeley, who stepped down from our board earlier this year but have had the pleasure of welcoming three new Trustees, Kim Holt, Ngira Simmonds and Peter Humphries. They bring a mix of sector expertise, governance and grassroots knowledge and experience. We look forward to the guidance and leadership they will bring our organisation.

Training has been a priority for Community Waikato over the year, with a focus on leadership, funding, health and safety and de-escalation. The training schedule for next year is currently

being finalised but we have left room to include other workshops as sector issues or needs arise.

A number of Community Waikato staff took up Te Reo lessons this year. This has been a challenging journey for us but one we have thoroughly enjoyed and intend to continue. Our Kaiako has moved out of the region so we are looking to experiment with a live video platform to continue the progress we have made. We will also be using this opportunity to determine the viability of running a webinar training to improve accessibility of workshops for organisations around the region. These would be additional and will not substitute the face-to-face workshops we deliver around the region.

Next year is already shaping up to be an exciting year. We are exploring other options for services offered by Community Waikato, we expect we will be welcoming a new addition to the team and of course, we will be hosting our third conference for the community and social service sector. Planning is already underway for the conference, which will be held in November 2019. We are interested in the thoughts of our community also, so if you have ideas for the 2019 conference, please contact Anne Douglas or myself to pass your ideas on.

I hope many of you have a good break over the summer, and for those working through the holidays, thank you for your service.

Holly Snape, CE



COMMUNITY WAIKATO AGM

The Community Waikato Trust Board and staff would like to thank everyone who attended our recent Annual General Meeting 2018. We appreciate your continuous interest and support.



2018 COMMUNITY WAIKATO ANNUAL TINDALL FUNDING RECIPIENTS

The 2018 Community Waikato Annual Tindall Funding Round closed 14 Sept 2018.

We received 91 applications in total, of which 73 applications met the criteria and were allocated in total \$86,550.00. The total amount requested from the 73 successful applicant organisations totalled \$408,114.00.

Congratulations to the Tindall 2018 recipients



Organisation

Age Concern Hamilton
Agora Community Trust
Babystart Charitable Trust
Barnardos New Zealand Incorporated
Big Buddy Mentoring Trust
Blue Light Ventures Inc
Cambridge Community House Charitable Trust
Caps Hauraki Incorporated
Central Plateau Reap
Childplayworks Charitable Trust
Children 1St Charitable Trust
Citizens Advice Bureau Cambridge Incorporated
Citizens Advice Bureau Hamilton
Citizens Advice Bureau Hauraki
City Hope Charities Trust
Colville Social Service Collective
Community Law Waikato
Coromandel Budget Advisory Services
Coromandel Youth Support Association Inc
Efalata Trust

English Language Partners New Zealand
Friendship House (Huntly) Community Charitable Trust
Future Te Aroha
Hamilton Budgeting Advisory Trust
Hamilton Chinese Golden Age Society
Hamilton Multicultural Services Trust
K'Aute Pasifika Trust
Kakepuku 9B1d1 Trust
Kidz Korner Toy Library
Life Education Trust Hamilton
Male Support Services Waikato
Mana Hapori Charitable Trust
Matamata Citizens Advice Bureau Inc
Mates Trust Nz
Neighbourhood Support Hamilton Inc
New Life Community Ministries - Hamilton Charitable Trust
Ngaruawahia Community House
Otorohanga Playcentre
Otorohanga Support House Whare Awhina Inc
Otorohanga Toy Library

Raglan Community House Society Incorporated
Rainbow Chinese Community Centre Charitable Trust
Rosetown Community Services Trust
Rostrevor House Incorporated
Rural Youth And Adult Literacy Trust (Formerly Adult Literacy Rural Trust)
Society Of St Vincent De Paul
Hamilton Area Council
South East Kirikiriroa Community Association Inc.
Starfish Social Services
Tainui Maori Women's Welfare League
Taumarunui & Districts Community Menzshed Trust
Taumarunui Youth And Community Trust
Te Aroha Family Budgeting Services Inc
Te Awanui A Rua Charitable Trust
Te Kauwhata & Districts Information & Support Centre
Te Rongopai Community Trust

Thames Citizens Advice Bureau
The House Of Grace Trust
The Mercury Bay Community Support Trust
The Refugee Orientation Centre Trust
Thrive Coromandel Trust
Thrive Taumarunui Trust
Tokoroa Budget Advisory Service Inc
Tokoroa Senior Citizens And Welfare Centre
Toughlove Waikato Trust
Transform Aotearoa Charitable Trust
Waihi Community Resource Centre
Waikato Community Broadcasting Charitable Trust T/A Free Fm
Waikato Ethnic Family Services Trust
Waikato Winter Show Association
Waikato Youth Empowerment Trust
Western Community Association
Whitianga Community Services Trust
YWCA Of Hamilton



FAREWELL TO CLINT

Farewell to longstanding Community Waikato Board member Clint Baddeley

Community Waikato would like to thank and acknowledge the work of trustee and Chairperson Clint Baddeley. Clint was a trustee at Community Waikato since April 2013. More recently he held the position of Chairperson. Clint recently retired from the board in June 2018.

Community Waikato Chief Executive, Holly Snape says that Clint has an in-depth understanding of the community sector, and is passionate about fairness and equity.

“Clint is a man who is not afraid to take risks. When he sees an injustice that needs to be addressed, he faces it head on and rises to the challenge.”

“Clint has blended his natural affinity with people and his governance skills well. He has developed strong relationships with the whole team at Community Waikato and balanced this with a compassionate leadership style” says Holly.

Clint has been moving the organisation in a different direction that is bold and innovative. He has been instrumental in exploring the concept of a hub for the community sector and has embraced Community Waikato’s role as a champion of the community sector.

“ **While I will miss Clint’s influence on our organisation and his support of me in my role with Community Waikato, I look forward to spending time with Clint in a more social context, and I am sure he will continue to offer his sage advice,** says Holly. ”



Christmas Hours

The Community Waikato office will be closed for Christmas from 21 Dec 2018 and will re-open on 21 Jan 2019.



COMMUNITY WAIKATO WELCOMES NEW BOARD MEMBERS



We would like to acknowledge three new board members to the Community Waikato board, and are excited about the background and experience they each bring to our board.



KIM HOLT

Ko Tararua te maunga
Ko Otaki te awa
Ko Tainui te waka
Ko Ngati Raukawa te iwi
Ko Ngati Kapumanawawhiti
te hapu
Ko Kim Holt toku ingoa

Kim is the General Manager of K'aute Pasifika Trust. She is inspired by healthy thriving communities. Kim trained as a registered nurse in Auckland, and worked at Auckland Critical Care Unit and in the Paediatric Oncology ward at Starship before moving to Hamilton in

1994, where she worked in various roles including District Nursing, Plunket Nursing and ten years in the Neonatal Intensive Care Unit, including three years as the Charge Clinical Nurse Leader. She then moved into management roles within the health sector including Oncology, Emergency Department, and Disability Support Link at Waikato DHB, before the wonderful opportunity to be part of a thriving Charitable Trust, K'aute Pasifika Trust, which has a mission of improving the health and wellbeing of Pacific People, arose in 2014.

K'aute Pasifika Trust is a Not for Profit organisation located in Hamilton and has been supported through the services Community Waikato provides, with training at both staff and board level, and through the grants that Community Waikato manages. The purpose of Community Waikato fits well with the work K'aute Pasifika does, and Kim looks forward to a continued close working relationship to strengthen the capacity and capability of community organisations.



REVEREND NGIRA SIMMONDS

Ko Wharepūhanga te
Maunga
Ko Waikato te Awa
Ko Ngāti Huri te Hapū
Ko Raukawa te Iwi

Director of Mission & Education for the Māori Anglican Church based in the Tainui, Te Arawa and Mataatua regions (Te Manawa o Te Wheke)

Reverend Ngira Simonds is inspired by people giving their best to do good things. The late Anglican Bishop Sir Paul Reeves once said he saw his work as trying to "help good people do good things." That whakaaro resonates with Ngira who often witnesses many people doing good things and it inspires him to give more, be kind and love justice. Ngira is hugely passionate about all things Waikato: the people, the communities, the iwi, the towns, the cities, the struggles and the joys. Waikato is his home; he has lived in many towns and throughout the region.

Ngira accepted the offer to be a Trustee of Community Waikato because it's a further example of "good people doing good things," and to put it in his own words as simply as he can: "I want to help!"

Community Waikato has a lot to offer and he hopes his contribution can increase its capacity to do more for the people of the entire Waikato region.



PETER HUMPHREYS

Peter is a qualified Social Worker and has recently completed his postgraduate qualification in Professional Supervision. For the past ten years, Peter has been the Manager of the Hamilton Christian Nightshelter Trust which has given him a good grounding in "coal face social work". Peter manages two shelters, one that caters up to 27 males and one that caters for up to 9 females. The Trustee role on the Community Waikato Board appeals to him because of its emphasis on building partnerships and collaborating with other agencies to support them to succeed in their work.

Peter says, "We, in the Waikato, are very fortunate to have an umbrella organisation like Community Waikato and I will be doing my best to support the kaupapa".



COMMUNITY WAIKATO VISIT HOPE RISING FARM

Each year the Community Waikato team gets a team Christmas photo taken, and this year we decided that the scene for our Christmas photo would be Hope Rising Farm.

We had a great morning, and our thanks goes to Rachel and Glennis from Hope Rising Farm for their manaakitanga. Thanks also to the friendly ponies, donkeys and dog for welcoming us so warmly!

Based in Ngaruawahia, Hope Rising Farm provides an empowering journey for youth to develop many life skills. Children at Hope Rising Farm learn to build trust and confidence in themselves and others, by partnering with friendly horses and donkeys, and doing farm tasks. With horses, children can practise new behaviours and skills in a safe and fun learning environment, and realise that in changing themselves, they have the power to influence the world around them and their futures.

Time out with Horses is a programme that partners one or two children with a pony or donkey. This is concentrated time for growth, learning, farm skill experience, confidence building, and hands-on experience. Participants don't need to have had experience with horses. Topics explored include: Trust, Communication, Life's Challenges, Friendships and Responsibility, Peer Pressure and more.

International research exists that proves that these programmes have a positive impact.

'Youth who learnt horsemanship skills showed better decision-making, thinking, communicating, goal-setting and problem solving. Working with horses helped them develop positive values and life skills that are transferred to a young person's daily life. Additionally, the daily care of horses further develops physical fitness and instils a source of regular physical activity in a child's life'. (Source: American Youth Horse Council)

Longer term goals for Hope Rising Farm include moving to a larger piece of land, and building a covered arena so that programmes can be run year round.

To find out more about the important work being done at Hope Rising Farm you can contact Rachel at hoperising@xtra.co.nz.





reimburse
acknowledgement
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charity
volunteer
Honoraria
community
expense



HOW CAN WE FINANCIALLY REIMBURSE OUR VOLUNTEERS?

Reimbursement of Volunteer Expenses

Volunteers are defined as "people who freely undertake activity in New Zealand that has been chosen either by them or a group of which they are a member".

Volunteers give our organisations so much of their time and energy it is good practice to reimburse them for the expenses they incur whilst volunteering. The expenses could be from the activity itself or travel to or from where the activity took place.

In New Zealand volunteers may either be reimbursed for any expenses they have from their voluntary activities, or receive an honorarium for their services.

A volunteer is defined as a person who freely undertakes an activity in New Zealand:

- that is chosen either by themselves or by a group they are a member of, and
- that provides a benefit to a community or another person, and
- there is no purpose or intention of private financial profit for the person.

Reimbursing expenses

All volunteers should be reimbursed their genuine out-of-pocket expenses i.e. the exact amount volunteers have spent in the course of their volunteering. The expenses might cover: travel to and from the place of volunteering, meals taken while volunteering, postage, phone calls, travel in the course of volunteering, cost of protective clothing etc.

Inland Revenue states

These reimbursement payments are treated as tax-exempt income for the individual if they are based on: actual expenditure, or a reasonable estimate of the likely cost, where an organisation:

Reimburses for the expense before the activity, or when the actual expenditure can't be determined, and the reimbursement is based on a reasonable estimate of the likely cost

It is recommended you use the Inland Revenue non-taxable mileage rates for reimbursement.

Honoraria

Honoraria is another option to consider, especially when you have volunteers who go above and beyond others and probably incur costs they don't expect reimbursement for. The volunteer must not be doing the tasks for personal profit – so the honorarium should be at a significantly lower value than the market value of the services provided. An example would be an office holder who attends more meetings or events than anyone else on a committee.

These are payments made for services provided where no fixed payment would normally be made. An honorarium will incur income tax, they are treated as schedular payments for tax purposes and can be paid progressively through the year or in a lump sum. There is no minimum or maximum amount.

www.ird.govt.nz/payroll-employers/make-deductions/staff-benefits/special-benefits/emp-deductions-benefits-special-honoraria.html

No formal contract is required, but job description is useful.

A volunteer can be reimbursed for actual costs, such as mileage, and receive Honoraria also. The actual expenses can be reimbursed and are not taxable (see above), so ensure the volunteer keeps records of all of those, and then only the balance of the honorarium is taxable.

The club will need to deduct withholding tax from the honoraria payments so will need to register with Inland Revenue as an employer, and file monthly returns as required (to declare the withholding tax and pay it to Inland Revenue).

Example: Jane, a volunteer health educator is paid a total of \$500 for a 10 week programme. She drives 5km each way to the programme venue 3 times per week to do the role. \$228 of the \$500 can be recorded as expense reimbursement (10wks x 3days x 10km x 76c). So \$272 is taxable honorarium. Jane keeps a vehicle log spreadsheet recording the trips and dates, and a Google Maps printout proving the driving distance from home to venue.

Sources: Volunteering Waikato and Inland Revenue



HAMILTON CONSERVATION GROUPS MAKE A DIFFERENCE

Hamilton has a variety of committed conservationist groups making a great contribution to protecting and enhancing the environment of the city. Tui 2000 Inc helped initiate the Waiwhakareke Natural Heritage Park fourteen years ago. It is New Zealand's largest inland restoration project.

Moira Cursey from Waikato Biodiversity says the project aims to restore the native trees and animals that were once present across 60 hectares of land.

“Maybe one day the residents of the area can again hear kiwi calling” says Moira.

Mangaiti Gully Restoration Group are a dedicated group of conservationists who have built boardwalks through Mangaiti Gully, weeded extensively and replanted the area with native trees that provide food for birds. They also undertake animal predator control and survey insects and bird life to monitor the success of their restoration work.

Riverlea Environment Society Inc works in and around Hammond Park on the edge of the Waikato River. They weed and plant native trees to protect and enhance the area. They also undertake animal pest control to reduce the possums and rats in the area so that native birds can survive. The group is a member of Project Echo, a movement to protect the native long-tailed bat (pekapeka) which live in the Park. You may notice bat boxes on some trees in the Park which provide an optional roost place for the bats during the breeding season.

Mangakotukutuku Stream Care Group work along the Mangakotukutuku stream and gully near Fitzroy. The group are planting and weeding alongside the stream to improve the water quality and stabilise the bank plus clearing rubbish from the stream. The cleaner water will allow more fish to breed in the stream and a clearer habitat for migratory fish who move up and down the stream to connect with the Waikato River.

Seeley Gully Friends is an informal network of people, most of whom live locally, who treasure a special gully gifted to the people of Hamilton by the doctor who looked after it for nearly 60 years – Dr. Alwyn J. Seeley. The Friends carry out weeding, planting and track maintenance in the gully.

A 12-hectare gully is being restored by the Kukutāruhe Education Trust. The gully is located between Waikato Diocesan School for Girls, Fairfield College and residential housing. Parts of the gully are full of invasive weeds and students from both schools and locals are working to clear the gully of weeds and follow up with planting. The project is providing students with learning in ecological restoration. The restoration of Kukutaruhe gully is part of the Fairfield Project which is working towards establishing a Sustainable Education Centre on land behind Fairfield College.

A small group of people (Miropiko Weedbusters) keep an eye on Miropiko Reserve off River Road and make sure that weeds are kept out of the reserve to protect the native plantings.

The Donny Park Restoration Project regularly works in and around Donny Park to clear weeds from the gully and restore the stream banks and wetland in the area. The Tzu Chi Foundation and local residents are members of working bees supported by the Hamilton City Council Community Planting Co-ordinator, Parks and Recreation. Similar work occurs in Humaire Park and members of the local neighbourhood are removing infestations of ivy, privet, woolly nightshade and bamboo.

Another group Transformation from the Roots Up, lead by Shepherd Issac, is focusing on restoring an area behind Hillcrest Stadium. They link in with Kirikiriroa Marae, Knighton school and ATC training corps to plant a forest of kahikatea, matai, rimu, and totara as part of the ‘bush corridor’ linking the city to the river.

Finally, Predator Free Hamilton Trust (PFH) was formed in 2016 to work with Hamilton residents, institutions and agencies to encourage and coordinate the effective and humane control and eradication of pest animals within Hamilton City. They have run workshops to share knowledge and expertise on how to reduce the rat and possum populations.

If you're out and about in these gullies and parks and feel inspired to lend a hand contact

0800 246348 to be put in touch with the organisers of the working bees. Every little bit counts towards making our city a place for people to enjoy nature on their back doorstep.



PROFESSIONAL LEARNING WORKSHOPS

JAN-MARCH 2019

How to Read Financial Statements

Thurs 28 February, \$65 community or \$130 non-community

Understanding your financial documents is an essential part of good governance and management. Board members and managers have the responsibility to members, stakeholders and employees to ensure that the organisation behaves in a proper manner, has adequate financial policies and procedures and is solvent at all times. This workshop will assist you in understanding and interpreting your financial statements and reports.



Building your brand

Thurs 14 March, \$65 community or \$130 non-community

A brand is important to any organisation, and not just those with the big marketing bucks. Because it can be seen as taking time and money away from helping people, non-profits often devote little or no time to developing their own brands – but in fact you should do the opposite. A strong brand can transform your organisation because it will enable you to build trust, gain resources, and establish partnerships. Non-profits in general deal with causes that are close to people's hearts. They have a head start on the ingredients needed to develop a great brand. It's time to embrace your brand and give your organisation a competitive advantage.



Funding Workshops

Come to FREE workshops by local community funders. Topics include: funding tips, planning and preparation, what makes a successful application, budgeting, accountability, and alternative income sources.

Hamilton	16 February 2019 9:30am – 11:30 am	Community Waikato 33 Victoria Street, Hamilton
Waihi	20 February 2019 9am – 11am	Waihi Community Resource Centre, 4 Mueller Street, Waihi
Whitianga	20 February 2019 1:30pm – 3:30pm	Whitianga Community Services, 2 Cook Drive, Whitianga
Coromandel	21 February 2019 9am – 11am	Thames Coromandel District Council rooms, 355 Kapanga Road, Coromandel
Thames	21 February 2019 1pm – 3pm	Wintec Thames, 414 Queen Street, Thames
Raglan	27 February 2019 10:30am – 12:30pm	Raglan Town Hall 41 Bow Street, Raglan
Paeroa	6 March 2019 9:30am to 11:30am	Paeroa Community Hall 144 Normanby Ave, Paeroa
Meremere/ Tuakau	20 March 2019 10:30am to 12:30pm	Meremere Community Centre 17 Heather Green Ave, Meremere
Hamilton	27 March 2019 5:30pm to 7:30pm	Community Waikato 33 Victoria Street, Hamilton

Hamilton Funding Expo

12 March 2019, 10:00am to 5:30pm, Hamilton Gardens Pavilion, Cobham Drive, Hamilton, Free Entry

The Waikato Community Funding Expo is a great opportunity to talk to a range of funders all under the same roof. Come along and check out the stalls and attend one or more of the workshops. There's lots of practical advice, information and strategies to assist your community group or project.



COMMUNITY WAIKATO

"Thriving Communities"
Hapori Mauriora

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Find out more and register at
communitywaikato.org.nz/training